

CONFIDENTIAL
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4 June 1964

MEMORANDUM FOR: Chief, Salary and Wage Division

SUBJECT : Characteristics of GS-12 Personnel in Selected Career Services

REFERENCE : Memo fr C/PRS to C/SWD dtd 21 Apr 61, Same Subject

1. In response to your recent request, the following information is presented:

a. Time in Grade - GS-12 (as of 1 March 1964):

Career Service	<u>Time in Grade - GS-12</u>			<u>Total</u>
	<u>Under 2 Yrs.</u>	<u>Between 2 & 4 Yrs.</u>	<u>Over 4 Yrs.</u>	
SG	27%	42%	31%	100%
SL	37%	21%	42%	100%
SP	40%	16%	44%	100%
D	39%	19%	46%	100%
C	33%	19%	48%	100%
IR	58%	13%	29%	100%

b. Average Age by Grade

Career Service	<u>GRADE</u>				
	<u>GS-9</u>	<u>GS-10</u>	<u>GS-11</u>	<u>GS-12</u>	<u>GS-13</u>
SS	32.3	31.0	34.3	38.4	43.2
SL	38.6	40.9	41.2	44.1	45.6
SP	37.7	41.7	41.5	42.6	43.8
D	38.4	35.9	37.2	39.5	41.6
C	39.4	34.4	43.5	41.7	44.5
IR	34.7	31.2	34.7	39.1	40.2
Agency	36.2	35.3	38.3	40.1	42.4

JOB NO. _____ BOX NO. _____ FLD NO. _____ DOC. NO. 4 NO CHANGE
 IN CLASS/ DECLASS/ CLASS CHANGED TO: TS S C RET. JUST 2
 NEXT REV DATE 10 REV DATA 10/18/80 REVIEWER 018995 TYPEDOC. 02
 NO. PGS 5 CREATION DATE _____ ORG CODE 3 OPI 3 ORG CLASS S
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c. Promotion Rates (Calendar Years 1961, 1962, 1963)GRADE TO WHICH PROMOTED

Car. Ser.	<u>GS-9</u>			<u>GS-10</u>			<u>GS-11</u>			<u>GS-12</u>			<u>GS-13</u>		
	<u>61</u>	<u>62</u>	<u>63</u>	<u>61</u>	<u>62</u>	<u>63</u>	<u>61</u>	<u>62</u>	<u>63</u>	<u>61</u>	<u>62</u>	<u>63</u>	<u>61</u>	<u>62</u>	<u>63</u>
SS	78.6	75.0	45.5	52.2	53.6	69.7	100.0	100.0	94.4	56.0	50.0	57.1	33.5	12.2	19.5
SL	20.0	14.8	75.0	6.9	16.3	29.9	35.3	45.0	53.3	16.3	9.5	17.4	15.5	14.3	12.7
SP	33.3	31.3	61.5	38.7	47.8	34.6	12.5	108.3	33.3	19.4	26.5	27.3	10.0	13.3	12.7
D	10.6	31.1	46.5	19.5	40.6	41.6	20.3	46.1	54.0	15.9	27.4	28.5	9.8	17.1	18.2
C	93.1	87.5	41.4	19.8	20.4	27.9	85.7	66.7	47.6	11.0	15.9	9.4	25.5	14.3	15.9
IR	65.0	65.5	85.2	39.6	30.2	33.9	50.0	72.4	60.0	26.2	36.7	40.7	13.7	34.8	24.7

d. Attrition Rates (Calendar Years 1961, 1962, 1963)

Car. Ser.	<u>GS-9</u>			<u>GS-10</u>			<u>GS-11</u>			<u>GS-12</u>			<u>GS-13</u>		
	<u>61</u>	<u>62</u>	<u>63</u>	<u>61</u>	<u>62</u>	<u>63</u>	<u>61</u>	<u>62</u>	<u>63</u>	<u>61</u>	<u>62</u>	<u>63</u>	<u>61</u>	<u>62</u>	<u>63</u>
SS	13.0	3.6	6.1	6.7	7.1	0.0	8.3	4.0	4.8	1.2	1.8	1.9	2.3	2.5	0.6
SL	3.0	2.2	5.7	5.9	0.0	0.0	3.5	7.1	2.3	2.4	2.6	0.0	0.0	1.5	1.4
SP	12.9	0.0	0.0	0.0	0.0	16.7	8.3	8.8	6.1	0.0	6.7	6.3	4.7	0.0	6.0
D	8.3	9.7	8.4	6.1	1.6	6.4	4.0	9.2	5.1	4.7	6.2	2.5	3.6	7.0	3.2
C	8.9	14.0	7.0	0.0	33.3	19.0	4.1	1.4	7.8	8.5	4.8	0.0	5.6	5.3	4.8
IR	16.7	13.2	16.1	6.3	13.8	10.0	13.1	10.0	10.2	4.9	5.6	13.6	8.3	6.7	3.4

2. In addition, there is attached for Fiscal Year 1963 charts showing the average age and time in grade of staff personnel promoted and not promoted from GS-11, GS-12, and GS-13 by the Career Services.

25X1A

Attachment: A/S

 Ch[REDACTED] Review Staff
 Office of Personnel

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